

PERS 42 DRUMBEAT (DEC 2017)



Head Submarine Officer Detailer/Nuclear Propulsion Program Manager Update

We are excited to bring you the final installment of the 2017 *Drumbeat*. We appreciate the feedback we've received throughout the year and always welcome the opportunity to improve our talent management efforts.

Topics included in this installment:

IO Sea/Shore Topics

- NPS Distance EMBA Graduate Education
- JO Shore Tour Length and Early O-4 Screening
- JO Manning

DH/XO Topics

- XO/O-4 Administrative/Statutory Boards
- DH Split Tour Opportunities
- ENG SPOT Promote Process

All Hands

- Limited Duty (LIMDU) Process
- PFA Impact on Promotion Boards
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- FITREP Submission



Your feedback in support of officer career management and engagement to help us improve the submarine officer distribution process is invaluable and greatly appreciated. We hope you find utility in the *Drumbeat* and continue to provide your feedback toward its improvement. Please let us know if you would like to see any additional topics in future editions of the drumbeat.

Very respectfully,

/S/

CAPT Brian L. Davies
Director Submarine/Nuclear Officer
Distribution (PERS 42)
Nuclear Propulsion Program Manager (N133)

PERS-42 New Staff

CAPT Drew Miller relieved CAPT Ben Shupp this past November. CAPT Miller was CO of CHARLOTTE and completed his first post command tour at COMPACFLT.

LCDR Brian Pennington has relieved LCDR Mike DeBoer as the DH Shore Detailer (421A). LCDR Pennington was the WEPS on NORTH CAROLINA, and a JO on JIMMY CARTER. LCDR DeBoer has moved to the PERS-4 EA position.



JO Sea/Shore Topics

Naval Postgraduate School – Distance EMBA Graduate Education

NPS offers a two year distance EMBA program with a specialization in Financial Management and Acquisition subspecialties. Both of these subspecialties are highly valued in the submarine force. Two classes are held one day a week for two years. This program is specifically tailored to the URL officer.

This program should be considered by all officers that are at commands where it is difficult to earn a Master's degree. Some shore commands that can easily accommodate this program are: NPTU, NNPTC, PCUs, MTs, DIRSSP, STRATCOM and CSL/CSP commands.

Interested JOs should contact PERS-421C, at jeanne.vangilder@navy.mil. For all other officers, please contact your detailer.

JO Shore Tour Length and Early O-4 Screening

The 1120 community had 22 department heads screen for LCDR before their "in-zone" look. This was primarily attributed to Junior Officers performing above their peers in large commands on shore tours as well as performing well in the beginning of their department head tour.

DHs can only screen early if they have enough time on board before the O-4 board. Those officers who do a 24 month shore tour and go to SOAC before their gate have the best chances to screen early. Those who do not report to their ship before a January 31st FITREP are at risk of not selecting for O-4.

Although we do give PRD extensions, it is a practice that we discourage because the submarine career path is designed for 24 month shore tours. With this being said, it is imperative that you start your Master's degree immediately upon reporting to your shore command to ensure that it is finished in 2 years.

Another consideration when conducting a greater than 24 month tour is the number of looks that you will receive at the XO board. Every officer will receive a minimum of three looks but the earlier you get to your DH tour, the more competitive you are on your first look.

JO Manning

All wardrooms will be manned with a minimum of 9 Junior Officers no matter what the wardroom planning slate graph says. Based on prototype operational status, our goal is to increase all wardrooms to an average of 11 JOs. For ships that are deploying, the Force relies on you pulling from ships in the shipyard to plus-up your watchsections prior to deployment and to provide operational opportunities for officers that would otherwise spend much of their tour in the yards.



DH/XO Topics

XO/O-4 Administrative/Statutory Boards

Serving DHs should track two boards: administrative screening for XO and statutory promotion to O-4. Administrative boards are sponsored by PERS-42 and select officers in the submarine community for DH, XO, CO, and Major Command. Squadron rankings are an integral part of being selected for your next career milestone. It is imperative that your ranking make it to the board either as a Letter to the Board (LTB) or on your FITREP.

*****All spring rankings must be sent to the board via a LTB.*****

The O-4 board is the most important and the most competitive. It is imperative that your most recent FITREP have the correct billet title and recommendations for O-4 and XO. We have had department heads fail to select because their FITREP billet title was wrong; PNAV vice NAV, or they were lacking a recommendation to XO and/or O-4.

If a department head reports to the boat between their 31JAN FITREP and the O-4 board in May, they will need to submit either a special FITREP or a LTB showing their status as a serving DH and recommendations for promotion. If you do not feel comfortable recommending a DH for XO, please contact PERS-42.

*****Follow the rules for a special FITREP and submit via official channels AND via LTB.*****

POC: PERS-421B, at Edward.may@navy.mil.

DH Split Tour Opportunities

The community is always looking for ways to increase the number of engineer-served officers. If you are a successful DH or you know a DH that would make a good engineer, please inform PERS-421B about a possible split tour to an engineer billet. Split tours are conducted after completing 12-18 months as a NAV or WEPS with a strong chance of screening for XO. Split tour ENGs usually fill a DECOM or NEWCON ENG billet but exceptions are made. Generally, split tour officers should stay in the same squadron for continuity in rankings, but exceptions can be made.

A split tour ENG billet is an excellent opportunity to prepare oneself for their XO tour and ultimately, their CO tour. The opportunity to be an engineer on a PCU or DECOM affords the officer additional opportunities in detailing for their XO and CO tour. A follow-on ENG billet will be approximately 24 months.

POC: PERS-421B, at Edward.may@navy.mil.

ENG SPOT Promote Process

IAW SECNAVINST 1421.3K, officers selected for spot promotion will be appointed in the temporary grade of LCDR effective on the date they report to a qualifying billet or the date of Senate confirmation of the appointment, whichever is later.

Almost all engineers reporting to their boats will already be senate confirmed for a SPOT promotion. They will be authorized to wear O-4 and get paid from the date that they check on

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board. It is imperative that commands and PSD fully “diary” the officer on board in a timely manner so that PERS-8 can activate their pay as close as possible to their check-in date.

Please inform PERS-421B when a new ENG reports aboard. PERS-421B will coordinate with PERS-8 to activate their pay and send the SPOT promotion acceptance form to the boat for CO and ENG signature. No additional forms or paperwork from the ship are necessary or required. All paperwork will be sent to you.

Conversely, if your ENG is no longer eligible for a SPOT promotion, please contact PERS-421B. Officers are not eligible for a SPOT promotion if they are no longer serving in the billet and NOT selected for permanent promotion to O-4.

POC: PERS-421B, at Edward.may@navy.mil.

All Hands Topics

Limited Duty (LIMDU) Process

If you are placed on LIMDU, you need to call your detailer and inform them of your status. Also, please ensure that your medical provider sends a message to NPC IAW MILPERSMAN 1306-120(0/2/4) informing us of your LIMDU status. Your detailer can not write you LIMDU orders without this message.

Please contact your detailer if you have any questions.

PFA Impact on Promotion Boards

PERS-42 cannot stress enough the importance of superior performance on the PFA. Multiple officers have failed to select for the next promotion in part due to PFA failures. If you have a history of poor PFA performance and have since corrected the problem, please send a LTB to your next promotion/milestone board explaining what you have done to correct the problem and how you are now a role model and mentor for personnel with physical fitness difficulties.

Also, please verify that your PFA history in PRIMIS matches what is on your FITREP. Take aggressive action to correct any deficiencies in your record to ensure that the board has the most accurate information to make a decision regarding your future.

Physical fitness performance during the PRT is a basic milestone reviewed by every board (administrative and statutory) and you should verify yours is correct before your record is up for board review.

Commanding Officer Submarine Support (COSS) Retention Bonus (Formally SSIP)

The skilled officers who fill critical submarine support billets are essential to our Submarine Force. Formerly known as Submarine Support Incentive Pay (SSIP), the program now captured as the COSS Retention Bonus, is designed to incentivize COSS-officers filling targeted Submarine Force positions. Contracts are available for two and three-year terms at \$20,000 and \$25,000 per year, respectively. Officers must be COSS-screened, in the grade of O-5 or O-6 and have less than 22 Years of Commissioned Service (YCS) to be eligible for this bonus.

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Interested officers should contact PERS-421, at carlos.f.martinez2@navy.mil.

AIP and Voluntary Retirement Information

Officers who voluntarily separate from active duty prior to 30 September will not receive AIP. Officers who separate or retire from the Navy by statutory or involuntary retirement are eligible for a pro-rated payment of AIP.

POC: PERS-421D, at joshua.wingfield@navy.mil.

Retirement and Resignation Information

Unless there is a humanitarian reason for approval, resignations and retirement requests will be disapproved for officers who owe time. All retirements and resignations must meet Minimum Service requirement (MSR) and Minimum Tour for Separations (MTS).

MTS:

2 Years for CONUS shore duty.

1 Year CONUS shore duty if previous tour was OCONUS.

1 Year for sea duty or IAW Joint Travel Regulations (JTR) appendix "Q."

MSR:

Submarine and Nuclear Accessions – 5 Years

Tuition Assistance – 2 Years. Payback does not eliminate the 2 year obligation.

Training With Industry (TWI) have payback tours for the training gained.

Time periods associated with bonuses.

POC: PERS-421E, at jordan.keough@navy.mil.

Permanent PRP De-certification

If an officer is permanently decertified for the PRP, please inform PERS-421N and the respective detailer, as additional AQD action may be required and the lost certification has career implications for the affected officer.

POC: PERS-421N, at jacob.kutzer@navy.mil.

FITREP Submisison

As a reminder, please do not send FITREPS to PERS-42. Please send all FITREPS to the appropriate code at NPC IAW the FITREP and EVAL Instruction (BUPERSINST 1610.10 (series)).

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Quick Reference Section

Division Officer Detailing				Department Head Detailing		
Upcoming shore slate dates:				Upcoming SOAC dates:		
Qtr	Opens	Closes	PRD	Class	Start	Finish
3 rd	1/8/18	3/9/18	JUN-AUG 18	18030	12 MAR 18	24 AUG 18
4 th	4/9/18	6/8/18	SEP-NOV 18	18040	01 MAY 18	19 OCT 18
1 st	7/9/18	9/7/18	DEC-FEB 19	18050	09 JUL 18	20 DEC 18
2 nd	10/8/18	12/7/18	MAR-MAY 19	18060	04 SEP 18	01 MAR 19
				19010	29 OCT 18	26 APR 19
Executive Officer and O5 Detailing						
Upcoming SCC dates:						
Class	Start	Finish				
SCC (Pearl)	1/2/18	3/2/18				
SCC (Groton)	4/2/18	6/1/18				
SCC (Pearl)	7/9/18	9/7/18				
SCC (Groton)	9/26/18	11/30/18				
PCC and CO Detailing						
-CO Detailing: Per NAVADMIN 136/10, all unrestricted line officers who screen for Commander Command must complete JPME Phase 1 prior to assuming Command. Your PCO ship assignment may be affected if you do not complete JPME Phase 1 prior to reporting to SCC.						
Class Schedules and Shore Slates can be found at our NPC/PERS-42 Website:						
http://www.public.navy.mil/bupers-npc/officer/Detailing/submarinenuclear/career/Pages/default.aspx						
Upcoming FY19 Board Schedule:				Upcoming Detailer Trips: Exact dates TBD		
O-6: 17 January 2018				~6-7 February: San Diego (JO Symposium)		
O-5: 13 February 2018				~8-9 February: Monterey (NPS)		
O-4/CO/XO/DH: 21 May 2018				**Dates are tentative and subject to change**		
CAPT Brian Davies (42)	Division Director			brian.davies@navy.mil		
CAPT Andrew Miller (42B)	Deputy/CO detailer			andrew.t.miller@navy.mil		
LCDR Carlos Martinez (421)	Branch Head/XO detailer			carlos.f.martinez2@navy.mil		
LCDR Brian Pennington (421A)	Post-DH detailer			brian.r.pennington1@navy.mil		
LCDR Ed May (421B)	DH detailer			edward.may@navy.mil		
LT Jeanne Van Gilder (421C)	DO Shore detailer			jeanne.vangilder@navy.mil		
LT Jake Kutzer (421N)	Nuclear AQD Manager			jacob.kutzer@navy.mil		
LT Josh Wingfield (421D)	DO Sea detailer			joshua.wingfield@navy.mil		
LT Jordan Keough (421E)	Accessions detailer			Jordan.Keough@navy.mil		
LT Joe Beach (423)	Ass. CO detailer/Placement			joseph.beach@Navy.mil		
CDR Todd Nichols (422)	CDR & Above LDO detailer			christopher.t.nicho2@navy.mil		
LCDR Sammie Green (422A)	LCDR & Below LDO detailer			sammie.green@navy.mil		
LT Mike Dahlgren (422B)	Assistant LDO detailer			michael.dahlgren@navy.mil		